Amendment of recuritment rules in Bureau for promotion of urdu.

*87. DR. BAPU KALDATE: Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state:

(a) how many posts are there for which Recruitment Rules have been changed twice to make, it suitable for certain persons in Bureau for Promotion of Urdu;

(b) whether it is a fact that some posts of Research Officer has been changed in to the post of Junior Administrative-cum-Accounts Officers, if so how many;

(c) what are the reasons therefor:

(d) whether it is also a fact that contrary to the provisions of Recruitment Rules, some Officers have got promotion from Research Assistant to Research Officer, while they have studied Urdu either in school or in in college; and

(e) if so, what are the reasons therefor?

THE MINISTER OF HUMAN RESOURCE DEVELOPMENT (SHRI ARJUN SINGH): (a) to (e) There are no posts in the Bureau for Promotion of Urdu for which Recruitment Rules have been changed twice to make it suitable for certain persons in that Bureau.

In the interest of effective and smooth functioning of the Bureau, one post of Junior Administrative-cum-Accounts Officer was created in 1981 in lieu of one post of Research Officer in the same scale of pay.

Only one post of Research Officers has so far been filled by promotion. This has been done in accordance with Recruitment Rules.

Reservation Policy

*88. SHRI LAKKHIRAM AGARWAL: Will the Minister of WELFARE be pleased to state:

(a) what are the time-bound measures Government would take to ensure the filling up of backlog of SC/ST vacancies in Government and Public Sector Organisations;

(b) what is the policy of Government in respect of reservation to SCs and STs (22½%) in case the Public Sector Units are privatised; and

(c) the manner in which Government propose to implement the reservation policy in private sector?

THE MINISTER OF STATE IN THE MINISTRY OF WELFARE (SHRI K. V. THANGKA BALU): (a) Special Recruitment Drives are launched to fill up the backlog of reservation in services for Scheduled Castes and Scheduled Tribes in Government and Public Sector Undertakings as and when necessary. Such Special Recruitment Drives were conducted during 1987-90, 1990-91 and 1991-92. The Fourth Special Recruitment Drive was launched in July, 1993 with the target date of Ist October, 1993 for assessment of vacancies, and completion of recruitment by 31st March, 1994.

(b) and (c) A statement containing guidelines in the matter is laid on the Table of the House.

Statement

The Ministry of Industry, Department of Public Enterprises had examined the issue of reservation for Scheduled Castes and Scheduled Tribes in the Public Sector Undertakings and issued the following guidelines *vide* their O. M. No. 18 (8)/92-GM, dated, 16-3-1994:—

(i) Where a PSU is to be restructured through the BIFR or otherwise recourse to the National Renewal Fund may, have to

be taken for retraining and redeployment for all categories of employees likely to be affected as a consequence of such restructing and SC/ST employees should be the first change.

(ii) Where there is partial restructuring, the ratio of representation as was existing in the PSU before the commencement of such partial restructuring should be maintained if it was less than the prescribed minimum ratio of representation.

(iii) In case of complete restructuring, it should be negotiate a suitable package with the new owners so that they may not retrench workers. If however, rationalisation of work force is an essential part of the representation spelt out in the preceding paragraph may be the agreed binding guiding principle.

(iv) Training and upgradation of skills of SC/ST workers is crucial especially for opening up job opportunities for them. These aspects need special emphasis in the plan programmes but cannot be a substitute for giving real access to available job opportunities where a measure of reservation may have to be continued for a reasonable period of time.

(v) While implementing the restructuring and rehabilitation plans there should be adequateleverage to ensure that rationalisation of work force is minimal and in respect of SC/STs already employed by the PSU such rationalisation does not reduce SC/ST employment below the current ratios of representation in the concerned PSU.

(vi) In case of complete restructing, an obligation could be placed on the new owners for protection of employment of SC/STs including the acceptance of policy of reservation of jobs for SC/STs as has been done in the case of HSCO.

(vii) In the private sector, per se, where such reservation policies are not in vogue, it may be desirable to pursuade entrepreneurs that it is very much in their interest to follow an enlightened policy of making available adequate job opportunities for SCs/STs.

On the above subject, the said Department have issued the following further communications:—

(viii) It is to be recognised, however, that in the event of little or no progress in this direction, and in the interest of Social harmony stability and orderly growth, there should be no hesitation in amending the Constitution to wards this objective, Such an option should always be kept open and considered after a decent internal of say 5-6 vears being available for society to adjust itself to such affirmative action.

(ix) For the present, however, a Constitutional Amendment for the purpose is neither necessary nor desirable. The Policy of positive discrimination within the existing framework of the Constitution in favour of the SC/STs may continue for the Posts. Extension of this salutary principle in respect of all enterprises, whether in the private sector or the public domain. can be considered after sometime and in the event of a failure of the policy of pursuasion and voluntary affirmative action.